EPME CONTINUUM IMPLEMENTATION

24 MAY 06

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ASSOCIATE DEAN OF ACADEMICS, NAVAL WAR COLLEGE

NAVY PME CONTINUUM
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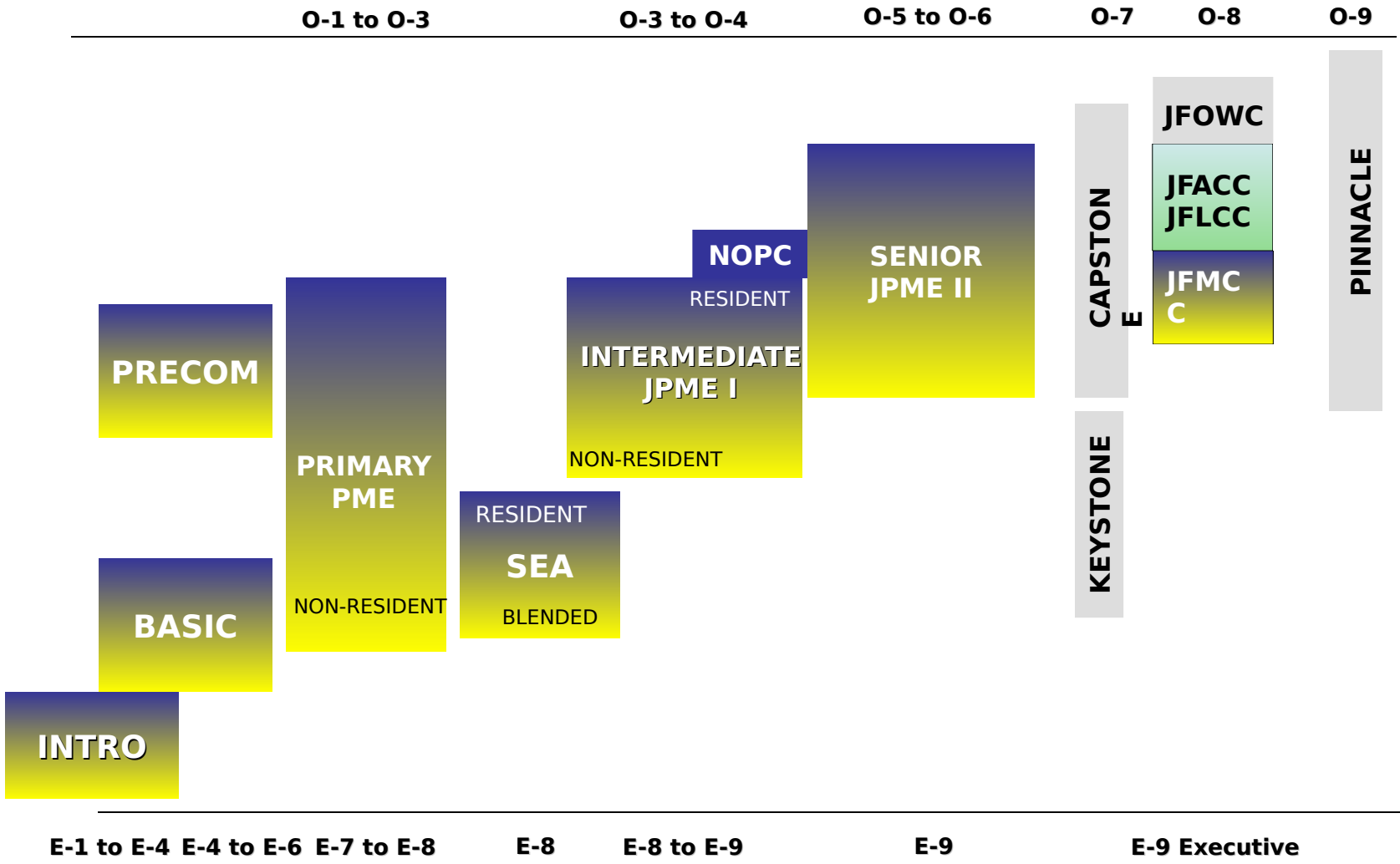
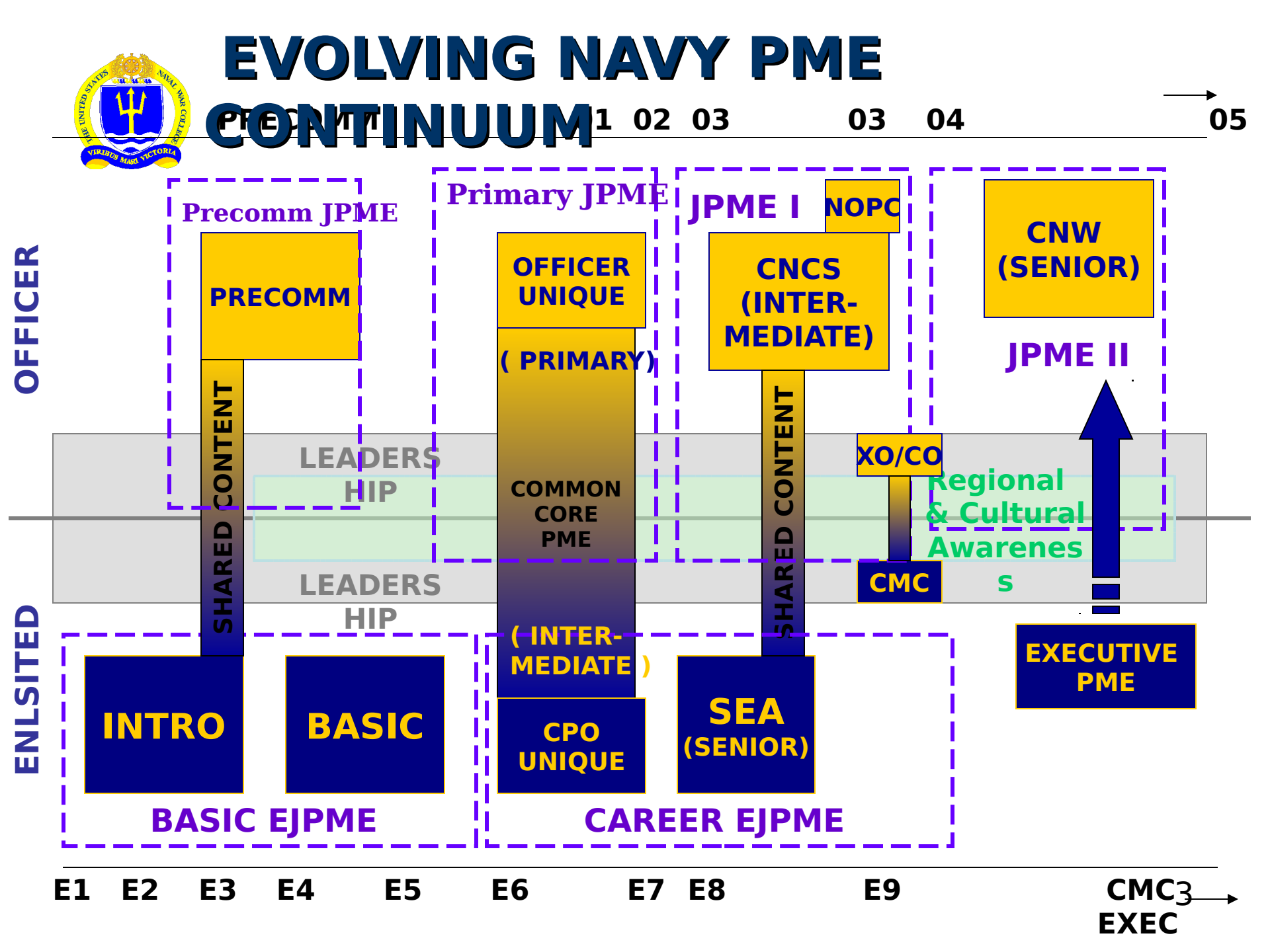


CNO Intent: Provide career-long educational opportunities that are mission relevant and support the professional growth and development of all Sailors (Officer and Enlisted, AC/RC)

EVOLVING NAVY PME CONTINUUM



Enlisted PME Implementation Status

- **Initial Review Completed**
  - **Peer models reviewed (USA & USAF programs)**
  - **“Gap analysis” nearing completion**
  - **Rough draft set of learning areas (LA), supporting learning objectives (LO), and standards in order to implement CNO’s PME Continuum and meet CJCS EPMEP requirements**
- **SEA & MPT&E CMCs aligning current programs & working future options (MAY - JUL 06)**
- **Establish Integrated Set of Educational Outcomes for CNO’s Continuum– Jun 06**
  - **Expressed as competencies**
- **Fielding Priorities:**
  - **Phase 1: SEA**
  - **Phase 2: Intermediate & Basic**
  - **Phase 3: Introductory**

Senior Enlisted Academy (SEA) Short Term

- **Mission**
  - **Prepare <u>all</u> Navy Senior Chiefs to function and lead effectively in naval and maritime domains supporting GWOT and other national security challenges**

- **Resident Program Changes**
  - **Increasing throughput from 300 to 784 annually**
  - **New class size: 112 ~ 7 seminars of 16**
  - **Increased other Service/International mix (2 per seminar)**
  - **New state-of-the-art classrooms and workstations & new student resource center**

Status: On schedule

Senior Enlisted Academy (SEA) Near Term

- **Education Program Redevelopment Launched FEB 06**
  - **Central element of the Navy's career force PME Program**
  - **Improve Senior-level PME program**
    - **Increase operational-level focus within joint/combined warfighting**
    - **Emphasize maritime perspective with keen understanding of command and control challenges**
    - **Provide national strategic-level context and understanding**
    - **Enhance assessment of Students and Program**
  - **Enhance partnership between SEA and NWC faculty**

- **Outcome**
  - **Produce strategically aware senior leaders with operational-level naval perspective and skills to function and communicate effectively in the maritime domain supporting joint warfighters in multi-agency and multinational environments**

Status: On schedule

Jan 07

Senior Enlisted Academy (SEA) Short & Near Term

- **Blended Program**
  - Originally developed for USNR – reworked for Active Component
  - Two-phased program
    - Distance Learning via NKO (circa 120 hours)
    - Two weeks in-residence
- **Changes Underway or Just Ahead**
  - Dedicated classrooms and faculty at Newport
  - Class size: 4 seminars of 13 each = 52/class ~ 20 classes ~ 1040 graduates/year
  - Revise curricula subsequent to resident revision
  - Incorporate other Service involvement; potential for longer range
- **Outcome**
  - Prepare selected Navy Senior Chiefs to function and lead effectively in naval and maritime domains supporting GWOT and other national security challenges

Senior and Executive-level Enlisted Proofs-of-Concept

- MCPON & NWC launched in NOV 2004
- Resident
  - Selected Master Chiefs enrolled in College of Naval Warfare (Officer senior level college)
  - Current steady state -- 6 students annually
  - Status: First two graduates in NOV 2005. 2 in MAR 06
  - Outcome: Provide insights into potential educational avenues for future executive-level enlisted leader education

- Non-resident
  - Selected Master Chiefs enrolled in College of Distance Education's Officer intermediate-level CD/ROM Program
  - Status: 3 enrolled
  - Outcome: Provide insights into viability of portions of Navy officer intermediate-level curriculum for senior or executive level enlisted PME

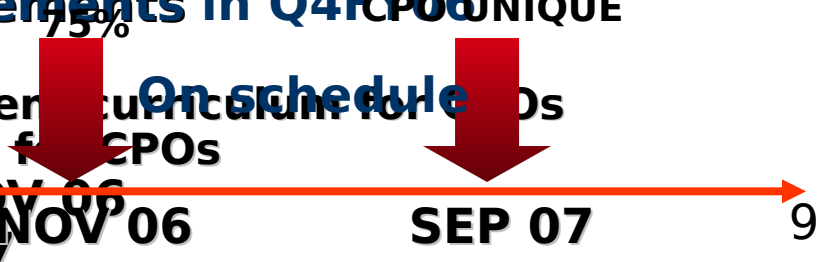
Officer Primary PME/Enlisted Intermediate-level PME

- CJCSI 1800.01C, CJCSI 1805.01 and CLO ltr of 2 MAR 05

- "Know" and "Comprehend" levels of learning
  - Tactical level of warfare
  - Joint and Navy warfare fundamentals
  - Navy core competencies

- Integrated course
  - ~75 hours Delivered via Navy Knowledge Online (NKO)/ILE
  - For all O1 – O3, CWO, & E7/E8
  - Enrollment open to selected E6 (ultimate goal of entire career force)

- Chief Petty Officer suitability evaluation program:
  - Funding for CPO unique elements in Q4FY06
  - JUL to SEP 06
    - ✓ Review suitability of current curriculum for CPOs
    - ✓ Identify educational gaps for CPOs
  - Field revised course in NOV 06
  - Field full course by SEP 07



Enlisted Basic PME
-- Way Ahead for Basic EJPME

- **Near Term**
  - **Complete "As Is" study and assessment**
    - **PO & New Leadership Continuum**
  - **Develop desired educational outcomes**
  - **Focus current curricula to better meet EJPME LA/LOs**
  - **Ensure EPMEP standards underpin current programs**

- **Longer Term**
  - **Funding in Q4FY06 accelerates fielding**
  - **Develop curriculum for Basic PME course for NKO**
    - **Focus on E-5**
      - **Open to selected E-4 through E-6**
    - **Ensure standards permeate the program**
    - **Include introduction to maritime-related regional studies and cultural issues (RE Level 0 – 1)**

Introductory PME -- Way Ahead for Basic EJPME

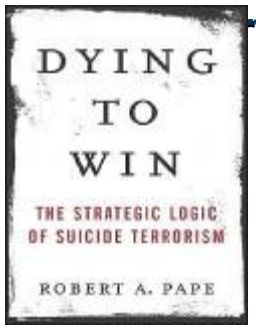
- Near Term
  - Complete “As Is” study and assessment
  - Ensure full array of programs reviewed
    - PO INDOC & New Leadership Continuum
  - Develop desired educational outcomes
  - Focus current curricula to better meet EJPME LA/LOs
  - Ensure EPMEP standards underpin current programs

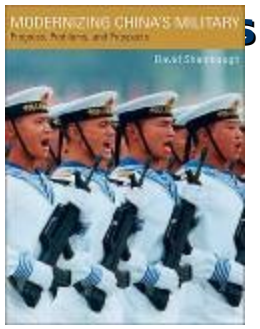
- Longer Term
  - Fully exploit initial training in residence opportunities
    - Develop curricula to accomplish foundational PME elements
    - Ensure standards permeate the program
  - Exploit subsequent in residence opportunities
  - Possibly develop distance learning modules via NKO to complete program

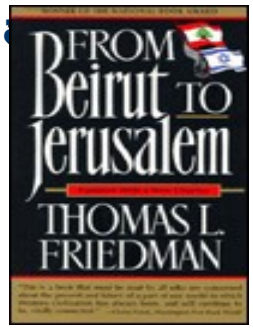
Navy Professional Reading Progr

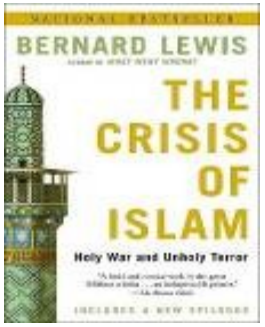
Regional Expertise and Cultural A

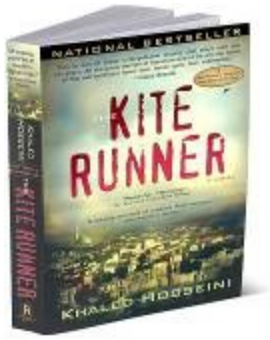
- **CNO's Navy Professional Reading Program**
  - **Implemented in last quarter FY 06**
  - **"Regional and Cultural Awareness" as a reading category for all ranks**
  - **Voluntary participation "empowering individuals with responsibility to actively participate in their own growth"**







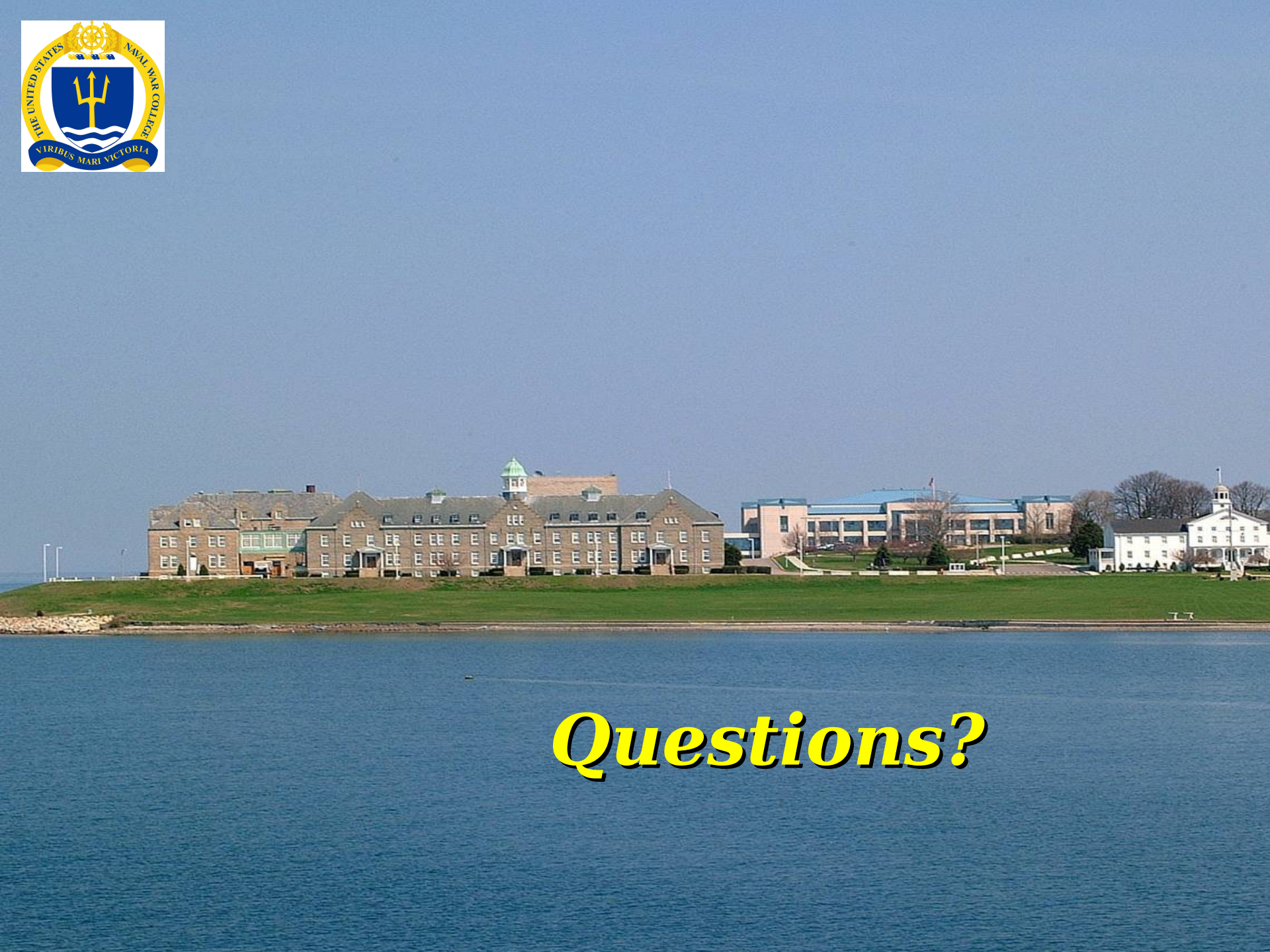




- **Designed to stimulate critical thinking about the maritime profession and the continuing role of Seapower in the 21st century**

On schedule

SEP 06


Questions?